



From the Desk of the CEO



I sincerely hope that everyone in the Life-Skills, Inc. family had a wonderful holiday season and that you are looking forward to the new year.

While we are still seeing instances of COVID among the staff and the individuals who we serve, it does seem that the frequency and the severity of the individual cases has decreased. There have been so many unforeseen changes in everyone's lives due to the pandemic that it will be refreshing to get to some semblance of normalcy again.

Since our last newsletter, there have been a few changes for the better at Life-Skills, Inc. In our residential system we purchased two homes that we previously rented. Our homes in Leominster and in Winchendon are now owned by the corporation. At this point, we have no properties for which we pay rent, this protects the

company from increases in costs not associated with maintenance and utilities, and adds to the corporations overall positive equity.

We are pleased to welcome our new Chief Financial Officer, Julie Shaw, to the Life-Skills, Inc. team. Julie has worked exclusively in the Human Services field for almost 30 years, all for Non-Profit Organizations. She began her career working in a Department of Mental Health Residential Program for adolescent boys for seven years, eventually attaining the title of Program Manager.

She transitioned to Human Resources, where she remained for eight years before promoting to the Director of Accounting and Cash Management. In 2016, she began a position as the Controller where she remained until early 2022. She has a Master's Degree in Business Administration with a concentration in Finance and Accounting from Nichols College. She also holds a Bachelor of Arts

Degree in Psychology from Assumption University.

We have enhanced our clinical department by hiring Ms. Toni Cassella, BS, BCBA, Autism Intervention Specialist - (AIS) as Clinical Director. Ms. Cassella also brings significant experience in Special Education, Applied Behavioral Analysis and Curriculum Development with Autism and the Spectrum.

We have also added Ms. Amanda Tvelia as our new South Valley residential Behavioral Specialist. Ms. Tvelia is working with Ivy Wetherell to cover our residential homes in South Valley, and Ivy will transition into providing services to the South Central day habilitation programs.

Our Human Resources Department now has a full time Recruitment Specialist, Ms. Mackenzie Shaw. Ms. Shaw comes to us with an Associate's Degree in Business Administration from Quinsigamond College.

continued....

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She also brings significant enthusiasm, ideas, and drive to assist our programs with hiring staff to fill the open positions across the company.

I also want to welcome several new staff and Program Managers to our day habilitation and residential homes. I hope that

while you are providing skills acquisition to the individuals with whom you will be working, you will also be experiencing an education and enriching experience from the individuals and the staff with whom you are working with. Our "Building Brighter Futures" is not just for those we serve, but also

for you, as you develop your skills and education here at Life-Skills, Inc.

Sincerely,



Tom Amick, CEO



GARDENING DONATIONS NEEDED!

Seeking:

Gardening Tools

Plastic or Clay Pots - Any Size

Seed/Bulbs

CAN YOU HELP?

Email: RMelanson@life-skillsinc.org

Life-Skills, Inc. Best Buds Greenhouse was developed in 2010 to provide horticulture therapy experiences to the day program participants in Webster. For years, the greenhouse has provided opportunities for many individuals (and staff) to improve their physical and mental health. Planting, caring for, and selling a variety of flowers and vegetables has encouraged skill development areas such as fine motor, range of motion, physical strength, socialization and financial skills. Gardening also relieves stress and anxiety, improves mood, boosts self-esteem and prolongs attention span.

Please consider supporting Life-Skills, Inc. horticultural therapy program with a tax-deductible donation of any amount. To make your gift of support, please go to:

<https://life-skillsinc.org/support/giving>

Any amount is appreciated.

Submit content to be
featured in
future newsletters!

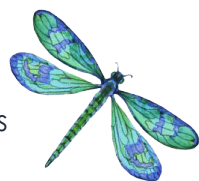
tlewandowski@life-skillsinc.org



January 2023 weather has certainly been one for the books and we took advantage of a particularly warm Sunday afternoon to enjoy the Brimfield end of the Grand Trunk Trail.

This wheelchair/stroller friendly trail is about 5.5 miles out and back if you choose to walk from the Route 20 Brimfield parking lot to the Five Bridges Road parking area and offers picturesque views of the river and ever-changing seasonal plants, flowers, and wildlife. The wide dirt and gravel trail is mostly flat and makes for an easy stroll but be aware that parts of the trail can get a bit muddy in the spring and after heavy rains. Because remnants of the June 1, 2011 tornado are still clearly visible toward the Route 20 end of the trail, it makes for an interesting contrast as you walk through the more wooded area at the Five Bridges Road end. Using

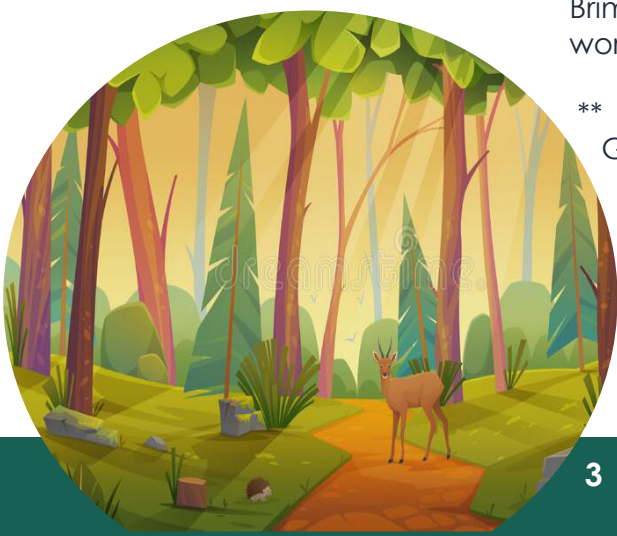
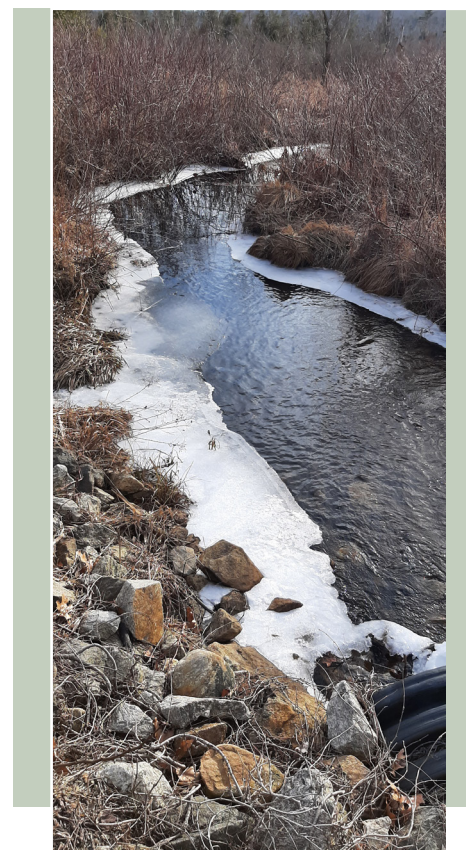
sunscreen and bug repellent during the spring and summer months is strongly recommended. Here's why The Brimfield, Grand Trunk trail might be a good option for those walkers with anxious or reactive dogs: because this pathway is not as well visited as some and because the wide span of the trail makes it easier to step your pet back out of the way a bit to avoid other walkers and dogs, I have found that it is easier to settle your excitable pet until the trail is clear again. As with other pet friendly trails, of course dogs must be leashed and owners are responsible for picking up after them, but you and your furry family members will enjoy this trek.



And lastly, those folks who enjoy bicycling, snow shoeing, or cross-country skiing, when the winter weather cooperates, the Brimfield Grand Trunk Trail is worthy of a visit.

**** Further investigation of The Grand Trunk Rail Trail will uncover an interesting connection to the RMS Titanic for anyone who wants to dive into a curious bit of local history.**

Submitted by: Kim Lapworth





day & residential news

FRS has really been enjoying these last few months. We built a Halloween obstacle course that we ran under, over, through and around. We ended the day with a dance party!

Christmas was a party too, complete with Santa and Mrs. Claus!

Even with all these parties, we still found the time for work and a little bit of R&R.



THANK YOU

FOR ALL YOUR
HARD WORK AND
DEDICATION



To the staff at Centre Place Day Hab,
I just want to send out a thank you to my
staff at Centre Place Day Hab and let others
know how they've all made an impact.
I appreciate you all!!

The last 2 years has been a struggle for
everyone. Wearing masks to stay safe,
limiting contact with family and friends,
and just trying to stay positive through it
all. You all have stuck around and
continued to show up to work and be a part
of the team for our individuals.

I appreciate you all, and I hope things start
to get better and we continue working
together and doing our best for the
individuals we serve.

Thank you! 😊

Charmaine





We all had a blast this holiday season at Old Common in Lancaster!

We had an ugly Christmas sweater dinner party with guardians, a large spread featuring our individuals' favorite foods, and a secret Santa.

We also went on, and enjoyed, a Christmas light "ride along"—where we saw Christmas lights while driving in our car.

One of the activities we are working on with our individuals during winter is where we are planting different types of beans indoors so we can move them outside in the spring.

Submitted by:
Ame Castro





a letter to say

Thank You!

Hello Mr. Amick,

Happy Holidays! I hope this email finds you well and enjoying the holiday season. At this time of year, when everyone is so busy getting ready for the upcoming holidays, I wanted to be sure to make the time to send you this letter to recognize and thank Jen Ruane for giving back to the individuals at Life-Skills, Inc.

About a month or so ago, Jen mentioned to me that she wanted to "give back" for her birthday this year by giving a holiday party to the individuals and staff at the Morris Street Day Hab. So, on December 20, Jen's actual birthday, Jen spent the day (as well as many other days planning, shopping, preparing) cooking all of the food for about 40 individuals. Jen's feast included stuffed chicken breast, macaroni and cheese, potato salad, baked ham, vegetable medley, and squash. Dessert included brownies, cupcakes, cookies, and a beautiful birthday cake and ice cream for Jen secretly provided by her caring staff! Jen also coordinated with Rich Allaire and his friend Rich to bring their guitars and equipment to sing holiday songs during the party. It was so nice to see the individuals singing along and maybe a few dancing, too. In a coordinated effort, the room was festively decorated to make this celebration as special as possible. All in all, the holiday party was a huge success bringing smiles and joy to all who attended. In addition, Rich Allaire also continued his yearly tradition of donating gifts for each and every individual at the day hab!

I also want to recognize Jen's amazing, caring, hard-working, and dedicated staff who put in so much of their time to help with the celebration, as well as caring for my son and the other 3 amazing men in the Hillside house. Ken only gives 110% while always wearing a smile on his face, and Nelson does the same while showing his caring and nurturing side in everything he does. I cannot say enough about all of the staff at Hillside. They are exceptional people who truly care about the individuals.

In closing, thank you to Life-Skills, Inc. for giving my son Chris a wonderful home on Hillside Ave filled with genuine caring, loving staff. Thank you, Jen, for always putting others first and loving the guys as you do! Thank you to your staff who you expect nothing but the best from each and every day!

This is the season for giving, and Jen and the staff give of themselves every day for the care of the men at Hillside. I hope you will share this with the Board. Thank you for all you do for Life-Skills, Inc.!

Sincerely,

Sue Haughey

(Chris A.'s mom)



SEASONS GREETINGS



It's the most
Wonderful
of the
TIME
year



Holiday celebrations took place throughout our agency. We had a special visitor stop by to celebrate with individuals from our residential and day programs.



Happy Holiday's from Greenfield Day Hab!



Chip in **FORE** a **GREAT CAUSE**

19th Annual Charity Golf Tournament

Thank you to everyone who participated in our 19th Annual "Chip in Fore a Great Cause" Charity Golf Tournament on Friday, September 30 at Pine Ridge Country Club.

Thanks to all of our golfers, sponsors, donors, and volunteers for helping to make this such a successful and memorable event - we appreciate your support of our agency and our mission! You are playing a vital role in helping us to build brighter futures for adults with intellectual and developmental disabilities.

With special thanks to our Tournament and Air Cannon Sponsor **TD Bank**, and **Foxwoods Resort Casino**, our Air Cannon Prize Sponsor!

Congratulations to our winning foursome: Don Fitzsimmons, Jesse Dharpappart, Nick Riani, and Ryan Bartholomew. Congrats to Nick Riani on your Hole in One!

Thank you to Danielle and the wonderful staff at Pine Ridge Country Club, and thank you ALL for helping us to make a difference in the lives of the individuals we serve - we look forward to seeing you in 2023!



For future event info:
www.life-skillsinc.org

Click on
"News & Events"



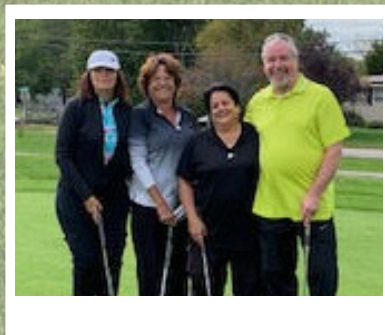
Visit our Facebookpage for more event photos!

Chip in FORE a GREAT CAUSE

Annual Charity Golf Tournament



America's Most Convenient Bank®





THANK YOU
SPONSORS

Tournament & Air Cannon Sponsor:



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Eagles
4541
&
The Morse
Family

Friend of Life-Skills, Inc. Sponsor:

Applebee's Restaurant, Aubuchon Hardware, Big Belly Café, Bistro Eighty Ates, Boston Red Sox Foundation, Chipotle, Chick-Fil-A, Ecotarium, GeriMed, Golfer's Warehouse of Auburn, Hank's Package Store, Janice Smith & Marc Martin, Mohegan Bowling, Old Sturbridge Village, Oriental Trading Co., Portraits by Sue Bray, Price Chopper, Samuel Slater Museum, Julie & Mike Shaw, Bruce Smith & Family, Stearn's Meat, Tree House Brewing

13th Annual

East Meets West

Health & Business Fair



VENDORS, CRAFTERS, SPONSORS!

This is a great opportunity to market your business while supporting a great cause!

Ten Mangoes Photography

*Proceeds benefit programs & services for adults with intellectual & developmental disabilities

Saturday, April 29, 2023

11:00 a.m. - 3:00 p.m.
Park Ave Elementary School
58 Park Avenue
Webster, MA 01570

FREE to Public
Free Screenings * Demos * Samples *
Raffle Prizes & More! Indoor & Outdoor Vendors!

Conventional and Holistic Vendors, Crafters & Local Businesses
Featured. Something for Everyone!



Vendor & Sponsors Opportunities:
Call: (508) 943-0700 x2130 or
(508) 943-0700 x2125
Email: Tlewandowski@life-skillsinc.org
Event info: www.life-skillsinc.org

**SAVE
THE DATE!**



For online registration or
sponsorship, please visit:

www.life-skillsinc.org

Chip in **FORE a
GREAT CAUSE**

20th Annual Charity Golf Tournament

to benefit adults with intellectual and developmental disabilities

Gather your favorite foursome and join Life-Skills, Inc. at Pine Ridge
Country Club for a great day of golf for a great cause!
* Shotgun Start at 9:00 a.m. *

Friday, September 29, 2023

Pine Ridge Country Club * 28 Pleasant Street * Oxford, MA

Contact Info: Tammy (508) 943-0700 x2130 * Email: Tlewandowski@life-skillsinc.org

18 Holes of Golf * Best Ball Format * Air Cannon * On-Course Games * Steak & Chicken Buffet * Great Raffles!



WE ARE HIRING

Join a dedicated &
professional team!

SIGN-ON BONUS

**Competitive Wages &
Benefits Package!**

*Flexible Schedule
Day & Evening Shifts*



OPENINGS FOR:

RN & LPN

Positions

DAY HAB & RESIDENTIAL PROGRAMS

Send your resume to HR Recruiter:

mshaw@life-skillsinc.org

 (508) 943-0700 x2112

► More info : www.life-skillsinc.org/careers

We have openings for RN's in our Day Hab & Residential Programs:

RN - Day Shift - No Weekends

Day Habilitation - Webster, MA

RN - Flexible Schedule - Sign-On Bonus

Residential - Greenfield, MA

RN - Sign-On Bonus

Residential - Gardner, MA

Internal and External Openings

Day Hab Programs:

Program Manager - Gardner Day Hab

Case Manager - Fitchburg Day Hab

Van Driver - Part-Time - Day Hab 1

Main Office:

HR Generalist

Administrative Assistant

Maintenance Assistant



Openings for:

- Program Manager
Gardner Day Hab
- Case Manager
Fitchburg Day Hab
- Van Driver - Part-Time
Day Hab 1

Main Office - Webster,
MA:

- HR Generalist
- Administrative Asst.
- Maintenance Assistant



APPLY TODAY

and change someone's life
forever....Yours!

life-skillsinc.org/careers



Contact:
Mshaw@life-skillsinc.org
(508) 943-0700 x2112





"Building Brighter Futures since 1970"

Employee REFERRAL PROGRAM

*Earn Bonus Money!
Refer Friends & Family!*

You can earn as much as:

\$250



Our agency is always looking to grow our teams of talented staff. If you know someone who would be a good fit for our company, please refer them our way!

Have them apply online at our career page at: www.life-skillsinc.org/careers, apply on Indeed, or email their resume to Mshaw@life-skillsinc.org. Please make sure to have them mention your name.

If we hire your referred candidate, you are eligible to earn a referral bonus up to \$250!

If you have any questions regarding referrals, please contact:

Mackenzie Shaw, HR Recruiter
(508) 943-0700 x2112
Email: MShaw@life-skillsinc.org

2022 Awards of Excellence



life-skills
INC

2022

Employee Milestone
ANNIVERSARIES

WORK IS LOVE MADE VISIBLE.
- KALIL GIBRAN



View our Employee Milestone Yearbook 2022 here: <https://life-skillsinc.org/wp-content/uploads/2022/11/Milestone-Yearbook-2022-for-web.pdf>



We were happy to once again celebrate employee milestone anniversaries together again, with members of our Board and Executive Team, holding the event at Pine Ridge Country Club on November 14.

39 of our incredible employees celebrated milestones ranging from 5 to 25 years with Life-Skills, Inc.!

We are proud to honor the following members of our team:

25 Years

Joseph Desrosiers, Ann Marie Hickey, Charmaine Johnson

20 Years

Ellen Bileau, Catherine Hurstak, Benjamin Mbwambo, Tamara Ridlon, Jose Ruiz

15 Years

Christopher Dunbar, Krystal Entwistle, Pedro Guzman, Cynthia A. LaFreniere, Stacy Leblanc, Jeanclaire Manjong, Chrysanthé Tsoutsis, Barbara Wallace

10 Years

Karen Kell, Shawna Livi, Brigitte Manu, Rebeka Murage, Mary O'Brien, Gail Raymond, Jenet Tambi, Tammy Zannotti

5 Years

Christina Bernier, Melissa Bowers, Danielle Burgh, Kartia Celestin, Anthony Chenier, Alyssa Collette, Catherine Guptill, Katie Leger, Kem Long, Ignatius Mbachii, Rohanna Novas Ramirez, Reginald Nugent, Sonya Patterson, Yadira Rivera Martinez, Heather Socha

Congratulations to all of our honorees on your milestone achievements! Thank you for all of the contributions you have made to our agency, and for your continued dedication in building a brighter future for the individuals we serve.



Life-Skills, Inc. had a great time participating in Trunk or Treat 2022 at the Webster Police Department, and we enjoyed seeing all of the little ghouls and goblins who stopped by for some treats!



Trunk
OR
Treat



Table Talk Pies

"America's Favorite Pie"



Thank you Table Talk Pies, Inc. for donating pies for each of our employees to enjoy. Table Talk Pies appreciate all of your sacrifices — big and small, and wanted to help us to provide this small thank you for all that you do, and we hope it brought a bit of joy to your day! Thank you LSI team and a very special thanks to Table Talk Pies, Inc.

holiday Toy Drive

Life-Skills, Inc. was happy to make a donation to the Webster Police Department's Annual Toy Drive for local families in need.

Donations made to the Webster Police Station are then redistributed to families in need in Webster, MA.





Homemade Sloppy Joes (2 – 4 people)

Ingredients:

2 Garlic cloves, minced
1 Tbsp Fry Seasoning (garlic powder, onion powder, paprika, salt, pepper)
1 Lime
1 Red Onion
1 lb Ground meat or substitute
3 Tbsp Ketchup
6 Tbsp Barbeque Sauce
¼ cup water
Sugar (¼ tsp & ½ tsp)
Buns

Directions:

1. Halve the lime and squeeze juice into small bowl. Finely dice onion and mince garlic. Place diced onion into the bowl with the lime juice and ¼ tsp sugar and stir. Let sit for a few minutes.
2. Heat drizzle oil into fry pan. Add the pickled onion and cook 4-5 minutes. Add garlic and cook another 30 seconds. Add ground meat with fry seasoning. Cook until brown.
3. Mix barbeque sauce with ketchup and water with ½ tsp sugar and pour over browned meat. Cook an additional 2-3 minutes.
4. Toast and butter buns. Fill buns with meat mixture & serve.
5. Add extra spices if desired.

Enjoy!



Submitted by Mary Johnson, Accounting Dept.

THANK YOU

#inthistgether

We are so grateful to the following supporters for helping us through this challenging time. We would not be able to do what we do without the generosity of our caring community.



Bloomin' 4 Good Program



AAA Northeast
400 S. Main Street
Webster, MA 01570

From newborns... to children... to high school seniors... to weddings...
I am your lifetime photographer!

Southern Worcester County
Rehabilitation Center, Inc.



life-skills
INC.

building **brighter futures**
since 1970

44 Morris Street
Webster, MA 01570

Portraits of Progress is going Digital!



In order to cut costs and be more environment-friendly, our Portraits of Progress newsletter will be available in electronic format, and no longer mailed in print form. If you are not currently on our email list, you can subscribe to our newsletter through our website at:

<https://life-skillsinc.org/newsletters>

If you do not have access to an email account, and wish to continue to receive the newsletter, please call us at (508) 943-0700 x2130 and we will continue to provide a limited number of paper copies.